CONGREGATION PROFILE

The Church of St. Luke & The Epiphany
330 South 13th Street
Philadelphia, PA 19107

CRITERIA FOR HEALTH IN A CONGREGATION

1. "A positive membership picture". Refer to Page 7 for people membership figures. A large percentage of the congregation has joined The Church of St. Luke & The Epiphany in the past seven to eight years, but death, moves, and dissatisfaction have thinned the ranks to counterbalance the gain.

2. "A responsible presence in the local neighborhood". We do open our buildings to the Center City Branch of AA, the AARP (American Association of Retired Persons), the Mozart Society, Episcopal Community Services, and other responsible community groups.

3. "A clear definition of the Christian Mission in the locality". The church is open to responsible groups for worthy endeavors. Although members are working as individuals for the United Way, the Coffee Cup, PCOP, etc., as a church we are just beginning to make an effort to develop a sense of responsibility and a greater sensitivity to the needs of urban ministry.

4. "A strong Stewardship thrust". The Church of St. Luke & The Epiphany has moved from a passive stewardship stance to a more active financial program with participation of many parishioners. There is an interest in exploring opportunities in the Deanery and the Diocese for more personal involvement.

5. "A self renewal process". We are just getting underway, and are now in the process of self-evaluation. We have rarely used outside aid in the past. We would consider establishing a timetable for short-, middle-, and long-term goals.

Congregation The Church of St. Luke & The Epiphany

Job Responsibility Level of Rector D

Deanery Southwark

Priest-in-Charge The Rev. Rodger C. Broadley

Since (date) January 10, 1983

Full-time X Part-time _____

Permanent _____ Temporary _____

Vestry Officers:

Wardens: Charles O. Culver, Senior Warden

Mrs. Oscar H. Fey (Randi), Accounting Warden

Other Officers: Miss Anita G. Lloyd, Secretary

Other Members: Mr. Austin W. Culmer; Mr. John C. Doerrman;

Mr. William Goettle; Mr. Robert Rushton;

Mr. Joseph L. Schneider, Jr.; Dr. Francis J. Shea;

Mrs. Kenneth Siegfried (Christine);

Miss M. Elaine Smith; Mrs. William E. Taylor (Lucie)

Other Clergy: (Specify Priest/Deacon; Full-time, Part-time; Stipendiary/Non-stipendiary)

The Rev. Robert S. Harris, CSSS - Priest - Part-time

Stipendiary

AREA I: The Congregation and Its Environment

1. Neighborhood characteristics:

   - Very mixed economic bag--financially comfortable to very depressed areas.

   - Urban renewal of depressed area has been expected for ten years or so, and will provide a potential for increased membership if and when it takes place.

   - Nearby resident groups are: single people, gay people, medical professionals, students (several major hospitals in area), white collar workers, prostitutes, bag ladies.

2. Geographical boundaries of neighborhood (NOT defined by where parishioners live):

   - 6th Street to Broad Street

   - South Street to Market Street

   Residents tend to work in the Center City area.

Questions 3 - 10 are covered elsewhere.

AREA II: Resources Available To The Congregation

1. Paid Staff:

Financial Secretary - Andrew C. Gray, Jr.
Handles day-to-day business and financial matters. Also helps oversee portfolio management; tends to much of the ordinary on-going building maintenance.

Secretary - David C. Tester
Fulfills secretarial duties as required; acts as liason with printer; handles the details of the year's special activities.

Sexton - Alfred A. Mills
Is charged with the opening and closing of the Church buildings for services and scheduled activities; keeps the physical plant running on a down-to-earth basis; also adept at handling bag women.

Housekeeping Assistant - Elizabeth Rymer
Part-time helper to wash and iron vestments, clean, dust; polish brass and silver; help at coffee hour.

Wardens and other officers:

Senior Warden:	Charles O. Culver 1704 Manning Street Philadelphia, PA 19103
Accounting Warden:	Mrs. Oscar H. Fey (Randi) Apt. 327, 150 Ridge Pike Lafayette Hill, PA 19444
Secretary:	Miss Anita G. Lloyd Apt. 334-B, 2601 Franklin Parkway Philadelphia, PA 19130

Vestry members: See Page 2

Vestry Committees:

Property:

Charles Culver, Chairman
Randi Fey
Joseph Schneider
Christine Siegfried
M. Elaine Smith

AREA II: continued

Vestry Committees:

Finance:

Randi Fey, Chairman
Charles Culver
Francis Shea
Lucie Taylor
Anita Lloyd

Savidge Fund: (educational financial aid generally at the college level)

Rector/Priest-in-Charge, Chairman
Randi Fey
Austin Culmer
John Doerrman
Robert Rushton
William Goettle

Licensed lay readers and chalice bearers - none presently required

Organizations and their officers:

- Altar Guild: Rector or PIC, President
- Acolytes Guild: currently PIC; hopefully lay
- Church Women: Elizabeth Goettle
- Lay Readers: David Tester
- Oblationers and ushers: Charles Culver
- Vestry: Charles Culver
  Randi Fey
  Anita Lloyd

Representation in:

- COAC: None; we make a contribution
- Deanery: Bob Rushton, Linda Boyce, Edith Thornton
- ECS: Betty Blackburn
- UTO: Anita Lloyd
- Diocesan (Convention): 3 rotating + 3 alternates (rotating)

Other key people in the congregation: This is a value judgement which we do not believe is helpful in our search.

AREA II: continued

Other special events throughout the year:

- St. Luke's Sunday
- 5th Sunday musical program
- 2nd Sunday special coffee hours
- Thursday "Dessert at the Curacy" program
- Christmas Bazaar
- Shrove Tuesday Pancake Supper
- Maundy Thursday Dinner
- Christian Education - courses for adults as well as children (when applicable)

Regular Sunday format:
- nursery care for infants and very young children
- coffee available before and after service

Special Lenten program embracing speakers from our own immediate locale in a special "outreach" program.

2. Full Vestry Meeting with the Bishop December, 1982. Confirmation by Bishop December, 1982. Meeting with the Bishop's representative by Chairman and Vice-Chairman of Search Committee December, 1982.

3. A complete facility for Christian worship and fellowship. Condition is generally good, but maintenance costs are large due to the age of the structure. There is a need to subdivide space to create a working classroom.

4. The Church of St. Luke & the Epiphany has not made use of Diocesan resources in the past, but we hope to explore these opportunities more in the future.

5. We are looking toward the future with optimism.

6. None known

7. None known

8. There has not been full financial disclosure at the church for many years, but there is a strong desire to establish annual financial reports for the members.

9. See pages 7 & 8

10. See pages 9 & 10

11. See pages 11 & 12

PEOPLE DATA SUMMARY

(For figures which are recorded in Parochial Report, Line # or Box letter are indicated.)

ITEM	# Most Recent Year-End '82	# One Year Previous '81	# Three Years Previous '79	# Five Years Previous '77
Households (Box A)	132	135	137	144
Pledging Units (44)	99	93	107	113
Baptized Persons (5)	204	205	202	213
Communicants, Total (Box D)	150	148	153	148
Under Age 18	10	N/A	N/A	N/A
Age 18-35	22	"	"	"
Age 35-65	50	"	"	"
Over Age 65	68	"	"	"
Attendance, 4 Key Services				
Lent 1 (24)	166	159	161	142
Easter Day (25)	242	251	247	205
Trinity Sunday (26)	133	132	126	110
Advent 1 (27)	146	156	204	126
Present at Annual Meeting	-	-	-	-
Church School				
Staff (30)	3	4	7	4
N-K (31)	4	4	2	2
1-8 (32)	5	8	15	16
9-12 (33)	3	2	-	-
Adults (34)	30	35	25	25
Day School (if any)				
Staff (35)	-	-	-	-
Students	-	-	-	-
Diocesan News/Episcopalian Subscriptions	125	X	X	X

FINANCIAL: DATA SUMMARY

ITEM	Recorded in Parochial Report 1978 & Before	1979 & After	Most Recent Year-End '82	One Year Previous '81	Three Years Previous '79	Five Years Previous '77
Total Budget Disbursements	Box R	Box L	$ 214,089.	$ 211,296.	$ 256,787.	$ 224,854.
General Purpose Income	Box K	Box E	$ 172,795.	$ 183,971.	$ 157,911.	$ 151,822.
Total Pledges	Line 45	Line 45	$ 32,000.	$ 30,000.	$ 28,000.	$ 15,155.
% of General Purpose Income from Plate and Pledges	Line 15+52 - by Box K	1751+1752 - by Box E	% 19.4	% 15.6	% 15.6	% 10.8
% of General Purpose Income going outside of Parish	Box P - by Box K	Box J - by Box E	% 21.0	% 17.4	% 20.0	% 17.9
Diocesan Aid Received	Line 54	Line 1754	$ -	$ -	$ -	$ -
Total Paid to Diocese	Line 64	Line 1864	$ 16,235.	$ 16,192.	$ 16,192.	$ 10,226.
Diocesan Loan Outstanding			$ -	$ -	$ -	$ -
Other Debt	Lines 46-48	Lines 4046 thru 4048	$ -	$ -	$ -	$ -
Annual Debt Reduction	Line 50	Line 4050	$ -	$ -	$ -	$ -
Annual Cost per Household: for Total Budget	Box R - Box A	Box L - Box A	$ 1,622.	$ 1,565.	$ 1,875.	$ 1,562.
for Clergy Compensation Allowances & Benefits	Total Clergy Cost - Box A	Total Clergy Cost - Box A	$ 345.	$ 307.	$ 277.	$ 236.
Clergy Compensation (Annual) Rector/Vicar	Lines 80-85	Lines 80-85	$ 24,320.*	$ 22,390.*	$ 18,870.*	$ 16,845.*
Others	Lines 87-113	Lines 87-113	$ 21,167.	$ 19,037.	$ 19,010.	$ 17,100.
Min. Comp. for this level	X	X	$ 17,700.	$ X	$ X	$ X
Mid. Point Comp. " "	X	X	$ 23,600.	$ X	$ X	$ X
CPF Audit	X	X	$ N/A	$ X	$ X	$ X

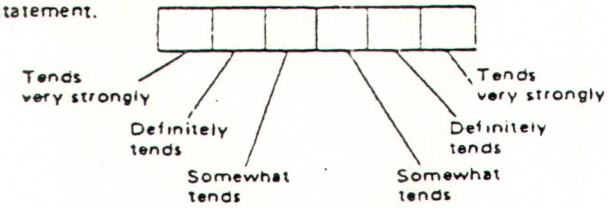
*plus auto.

CLERGY DEPLOYMENT OFFICE
OF THE EPISCOPAL CHURCH
815 Second Avenue, New York, New York 10017
Tel. No. (212) 687-0667 (212) 867-8400 Ext. 280

PARISH LIFE ORIENTATION

On these pages are a series of items that will help others understand how your parish approach its mission. Each item is defined by two statements representing different styles. You are to decide *which statement* describes your parish best. If the statement on the left better represents your approach, mark one of the three boxes on that end, according to the *degree* to which *your* parish leans in that direction. If the right hand statement fits your parish better, mark one of those three boxes. There are no right or wrong answers to the questions; different orientations may be appropriate for different parishes.

DIRECTIONS: Place a check mark in the square that most nearly represents where your parish is in relationship to the contrasting statement.



I. MINISTRY OF LAITY

1. Our laity are involved in leadership of parish life —worship, education, evangelism.		1. Our laity are involved in traditional ways, vestry, ushers, ECW.
2. We provide training for laity in all leadership roles and skills.		2. We provide training for laity in traditional ways.
3. Small groups are encouraged in our parish for Bible Study, prayer, and pastoral care.		3. Our groups are mostly interested in socials, bazaars, and fund raising.
4. Our diocese encourages ministry of laity to Church and World.		4. Our diocese encourages ministry of clergy.

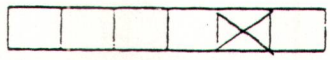
II. LITURGICAL/SPIRITUAL LIFE

1. Our services are conservative traditional and formal.		1. Our services are innovative contemporary, and informal.
2. Congregation participates largely through the leadership of the clergy.		2. Congregation participates actively at all levels of the service.
3. Our worship is more sacramentally focused.		3. Our worship is more focused on preaching.
4. Our parish encourages and offers regular training in the Spiritual Life to all members.		4. In our parish the Spiritual Life is considered as an individual responsibility only.

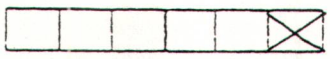
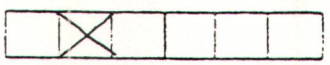
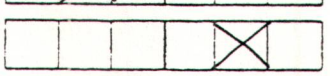
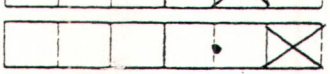
III. EDUCATIONAL LIFE

1. Our education is mostly for children.		1. Total Parish involvement.
2. Our education takes place on Sunday morning only.		2. Our education takes place on Sundays and weekdays.
3. We are Bible Centered.		3. We are topic and issue centered.
4. Our education is mostly centered on being well informed about the Episcopal Church.		4. Our education centers on commitment to God, his People and his World.

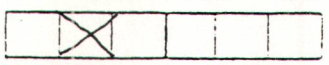
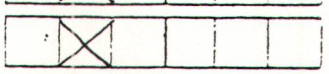
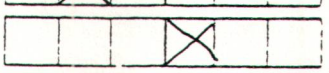
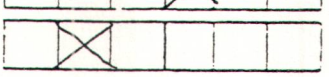
IV. EVANGELISM

1. Our parish has an active program for adding new members.		1. Our parish ministers to its own membership.
2. Newcomers are recognized and taken into all of our parish activities.		2. Newcomers are welcomed at our services.
3. Our parishioners honor and care for each other by calling, praying, and offering rides on their own.		3. Our parishioners join together chiefly through the clergy in the Church.

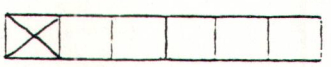
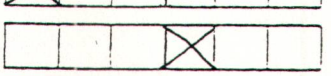
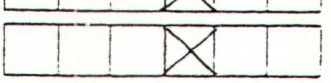
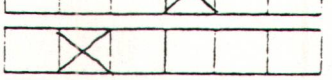
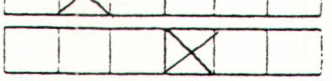
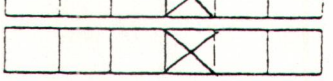
V. OUTREACH

1. Our parish is directly involved with life and activities of the diocese.		1. Our parish is self-sufficient and is related to diocese in formal affairs.
2. Our parish sponsors community services, offers use of buildings, etc.		2. Parish uses buildings for own private use.
3. Parish knows about and supports missionary outreach of Church.		3. Parish attends to own needs and supports itself.
4. We work comfortably with other denominations.		4. We like to do things by ourselves.

VI. STEWARDSHIP

1. Parish makes serious effort to teach and practice stewardship.		1. Parish relies on individual to practice own forms of stewardship
2. Parish supported by many pledges of all sizes, including tithing.		2. Parish principally supported by a few large pledges
3. Parish relies on endowments.		3. Parish relies on pledged income
4. Parish is aware of and uses gifts (talents) of many laity.		4. Parish relies on few highly talented individuals.
5. The budget/pledges have been increasing over the past five years.		5. The budget/pledges have been stable or declining over the past five years.

VII. PEOPLE

1. Parish a mixture of many kinds and classes of people.		1. Parish is made up of one kind and class of people.
2. Parish largely made up of young couples with children.		2. Parish largely made up of elderly retired.
3. Parish draws largely from neighborhood.		3. Parish draws largely from very wide area.
4. Parish is predominantly a cross-section of the community with diverse interests; professional/ managerial, skilled and unskilled.		4. Parish is predominantly one group of people not typical of the community but with close similarities
5. Our parish/community has been changing demographically during the past decade		5. Our parish/community has remained relatively stable during the past decade.
6. We are deeply commited to our goals and objectives and want someone to lead us in that direction.		6. We believe the person called will lead us and we will revise our goals accordingly.

Parish Name _____ City _____ State _____ Zip _____

Diocese _____ Date _____

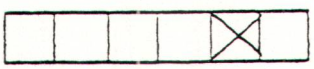
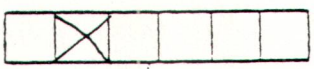
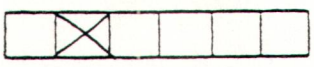
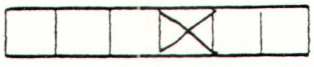
CLERGY WORK ORIENTATION

This is a method of picturing how clergy approach their work. Each item is defined by two statements representing different work-styles. Between them are 6 boxes. Decide <u>which statment</u> fits best according to <u>degree</u> and position your X in the box according to the tilt and degree of emphasis.

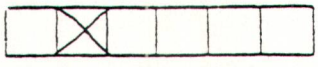
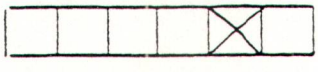
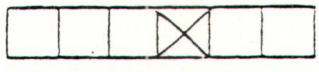
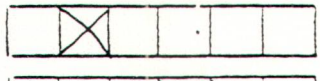
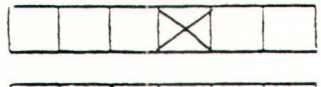
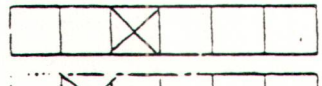
The two statements are not always true opposites. Sometimes they may both apply. In this case, one of the two middle boxes would be the best response. Do not mark two boxes. Do not mark the middle line. At other times, <u>neither</u> statement may apply. When this is true, leave the item blank.

Please remember that this is a description of work-style differences, <u>not</u> a test of competence. Although you may have a definite opinion about which response is better, there are no right or wrong answers to the questions; different orientations may be appropriate for different positions.

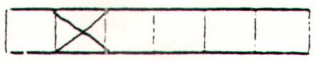
A. WHEN DEALING WITH PEOPLE:

1	In social functions, is quiet and reserved.	22 	In social functions, sparks the occasion and gets everyone to participate.
2	Helps people to figure out things themselves.		Advises people what to do.
3	Usually lets people know where he stands.		Usually keeps his opinions to himself.
4	In a conflict situation usually advocates one side.		In a conflict situation usually seeks consensus.

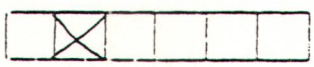
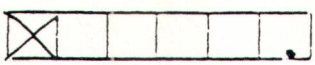
B. IN TERMS OF LEADERSHIP STYLE:

5	Does own organizing.	26	Gets others to organize.
6	Generates ideas.		Adapts ideas.
7	Relies on direction from superiors.		Relies on strong personal sense of direction.
8	In bringing about change, makes use of conflict and confrontation.		In bringing about change, avoids conflict and confrontation.
9	Encourages subordinates to take initiative.		Gives strong directions to subordinates.
10	Willingly tries untraditional approaches.		Prefers improving traditional ways.
11	Places little emphasis on national and world mission.		Places much emphasis on national and world mission.
12	Is skilled in many things..		Does a few things really well.

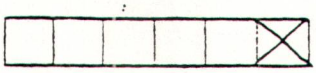
C WHEN PLANNING, PROGRAMMING AND EVALUATING:

13	Has plans for situations that may arise.		Meets each situation as it arises
14	Focuses on working with groups.		Focuses on working with individuals.
15	Welcomes criticism and adverse opinions		Defends himself against criticism and adverse opinions.
16	Drives hard to achieve objectives		Places feelings of others ahead of goal achievement.
~~17~~	~~Tends to accept denominational programming.~~	OMIT	~~Tends to reject denominational programming.~~

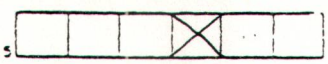
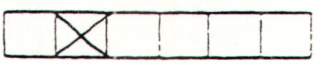
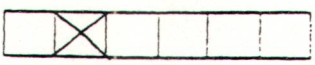
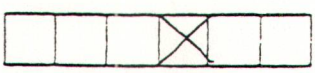
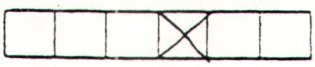
D IN RELATION TO THE COMMUNITY:

18	Is often a leader in community affairs.		Is seldom a leader in community affairs.
19	Speaks out on controversial issues affecting the community.		Feels it is not the role of the pastor to speak out on controversial issues.
20	Engages in community action mainly through his own congregation.		Engages in community action mainly through non-church channels in addition to his own congregation.

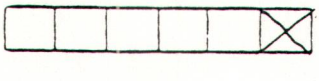
E REGARDING THEOLOGICAL VIEWS:

21	Theological views are fairly stabilized.		Theological views are significantly changing.
22	Regards the Bible literally.		Regards the Bible as an interpretation of God's dealings with man.
23	Feels that ethical decisions must be based on absolute standards.		Feels that ethical decisions must be made in the light of circumstances.

F WHEN PREACHING, TEACHING OR LEADING WORSHIP:

24	Usually emphasizes a biblical text.		Usually emphasizes a social context.
25	Has an informal, conversational delivery.		Has a formal, authoritative delivery.
26	Tends to be provoking and challenging.		Tends to be comforting and assuring.
27	Usually refers to contemporary writers as a source of ideas.		Rarely refers to contemporary writers as a source of ideas.
28	Strictly adheres to order of service.		Freely adapts order of service.

G REGARDING VISITING:

~~29~~	~~Visits among members and prospects primarily to give pastoral care.~~	OMIT	~~Visits among members and prospects primarily to build a stronger church.~~
30	Visits only when the need arises.		Plans regular family visits.

AREA III: Development

1. This congregation has not been defining goals for itself. With this self-evaluation, we are taking the first step toward setting formal goals.

2. Clear definition of the responsibilities of the clergy (apart from basic duties defined by the By-laws and Charter) is lacking. The Questionnaire provides some of the expectations that parishioners have of the clergy. It is hoped that this self-evaluation process will stimulate the exploration of formal processes to define clerical and laic responsibilities. This will require the leadership of a rector who is innovative but sensitive to the need for gradual change.

3. Areas of the Church life, such as worship, Christian Education, stewardship education, pastoral care, program outreach, etc. have been clerically defined rather than a laically defined under at least the previous two rectors.

4. Decisions and plans are transmitted to the members through a monthly newsletter, the Sunday Bulletin, occassional letters, and by word of mouth. There is a need for a formal annual report. Procedures for members to take part have not been formally defined, although suggestions may be made informally to the clergy or to vestry members. We would expect that the new rector make at least an annual visit to parishioners and prospective parishioners. It is believed that an annual meeting would be helpful in involving parishioners in decision and plan making.

AREA IV: The Results

Questions 1,2,4, and 5 were not discussed in detail.

- See Questionnaire

3. There is a regular Christian Education class for adults. Short series of classes have been offered frequently and have been well received. There is no Christian Education Program for children at present, and the possibility of starting such a program should be explored.

OVERALL GOALS

1. Increased membership.
2. Neighborhood involvement.
3. Increased sense of community among members.
4. Begin Sunday School for children.

EXPECTATIONS--TO MEET OUR GOALS

We expect the clergy to perform these functions:	We will know that these functions are being performed when we see these things happen:
- To increase membership	- When there is an average Sunday attendance of 135 communicants within five years.
- To be actively involved in civic an charitable organizations	- When he is involved and is encouraging involvement
- To bring to the attention of and encourage participation of members in group activities	- When 50% of members are involved in some activity, beyond attendance at Sunday services, at least once a month
- To actively promote a Sunday School and a Youth Group	- When there are 15 children involved in a youth program

We expect the laity to perform these functions:	We will know that these functions are being performed when we see these things happen:
- To increase membership Sub-goals: To have a coffee hour every Sunday with responsibility for greeting, and refreshments being shared by members. To have every member bring a friend to church at least once a year.	- Same as for clergy
- Neighborhood involvement Sub-goal: To have, at least once a month, a speaker from a community group.	
- Increased sense of community among members Sub-goals: To have a coffee hour every Sunday with responsibility for greeting, and refreshments being shared by members. To form a committee to explore ways of doing this.	- Increased number of social functions
- Sunday School - to provide adequate teaching staff for rector's plans for youth program.	

AREA V: The Response

1. The congregation feels positive about the service--liturgy, music, sermons. There is some desire to see more variations in the service.

2. At this time, it appears that the position of Curate is not justified and we recommend that the position be eliminated and that the funds that would be released be used to support a worthwhile charitable cause, such as assisting a poor city church. We recommend that the parish use part-time supply clergy to assist the rector, if needed.

Questions 3 through 6 have been dealt with in previous sections.

83 Respondents

CHURCH OF ST. LUKE and THE EPIPHANY

PARISH ANALYSIS AND PLANNING QUESTIONNAIRE

JANUARY, 1983

INSTRUCTIONS: Please check the one response to each of the following questions that best describes your circumstances or opinions. If you wish to elaborate upon or qualify any of your answers, please use the reverse sides of the questionnaire pages for your comments, noting the number of the question to which your comment applies. Space has been provided at the end of the questionnaire for any additional issues which you may wish to discuss.

PERSONAL DATA

1. Parishioner's age:

3	( ) under 25	3.6%
14	( ) 25 to 34	16.9%
10	( ) 35 to 44	12.0%
12	( ) 45 to 54	14.4%
12	( ) 55 to 64	14.4%
32	( ) 65 & over	38.6%

2. Sex:

35	( ) Male	42.2%
48	( ) Female	57.8%

3. Current marital status:

38	( ) Single	45.8%
31	( ) Married	37.3%
10	( ) Widow or Widower	12.0%
4	( ) Divorced	4.8%
0	( ) Separated	

4. Education:

2	( ) Grammar School	2.4%
20	( ) High School	24.1%
14	( ) Some College	16.9%
23	( ) College Graduate	27.7%
24	( ) Graduate or Professional School	28.9%

5. Number of years attending the Church of St. Luke and The Epiphany:

11	( ) 0 to 2	13.2%
35	( ) 2 to 8	42.2%
10	( ) 8 to 16	12.0%
7	( ) 16 to 24	8.4%
20	( ) over 24	24.1%

6. What is your primary occupation?

2	( ) Student	2.4%
11	( ) Homemaker	13.2%
38	( ) Employed	45.8%
4	( ) Unemployed	4.8%
28	( ) Retired	33.7%
	( ) Other (specify)	_____

7. How long have you been a communicant of the Episcopal Church?

11	( ) 0 to 2	13.2%
20	( ) 2 to 8	24.1%
9	( ) 8 to 16	10.8%
6	( ) 16 to 24	7.2%
37	( ) over 24	44.6%

8. Have you been an Episcopalian since birth?

31	( ) Yes	37.8%
51	( ) No	62.2%

9. If you were not born an Episcopalian, please list most recent previous church affiliation, if any:

See Page 22

10. Which of the regularly scheduled Sunday services do you usually attend?

1	( ) 9:00 A.M.	1.2%
82	( ) 11:00 A.M.	98.8%

HOUSEHOLD DATA

Please provide only one response from each family to the following questions. If another member of your household is providing answers for your family, check the box below and skip questions 11 through 13 and continue with question 14.

( ) Household data appears on another family member's questionnaire.

11. Number and ages of persons in household:

5 Under age 5 :_____
Ages 5 to 9 :_____
7 Ages 10 to 17 :_____
81 Age 18 or above:_____

12. What is the approximate distance from your home to Church?
(10 city blocks = 1 mile)

25 ( ) less than 1 mile 36.8%
16 ( ) 1 to 3 miles 23.5%
4 ( ) 3 to 5 miles 5.9%
14 ( ) 5 to 10 miles 20.1%
9 ( ) over 10 miles 13.2%

13. What is the total annual income of your household?

10 ( ) under $10,000 16.7%
23 ( ) $10,000 - $20,000 38.3%
13 ( ) $20,000 - $30,000 21.7%
8 ( ) $30,000 - $40,000 13.3%
3 ( ) $40,000 - $50,000 5.0%
3 ( ) over $50,000 5.0%

SPIRITUAL LIFE

14. How often do you attend the Eucharist at The Church of St. Luke and The Epiphany?

3( ) More than once/week 3.7%
61( ) Usually once a week 75.3%
17( ) At least monthly 21.0%
( ) Less than monthly

15. How often do you participate in parish activities other than regularly scheduled services?

45( ) At least once a month 56.2%
35( ) Less than once a month 43.8%

16. How often do you read the Bible?

9( ) Daily 11.0%
35( ) Frequently but not daily 42.7%
38( ) Rarely or never 46.3%

17. How often do you pray?

54 ( ) Daily 65.9%
21 ( ) Frequently but not daily 25.6%
7 ( ) Rarely or never 8.5%

18. How often do you engage in other religious reading, e.g. books, periodicals, devotional materials?

15 ( ) Daily 18.8%
33 ( ) Frequently but not daily 41.0%
32 ( ) Rarely or never 40.0%

19. Do you attend other churches?

1 ( ) Frequently 1.2%
41 ( ) Occasionally 49.4%
41 ( ) Rarely or never 49.4%

20. Do you participate in a Bible study group or any other form or organized Christian education?

10	( ) Regularly	12.3%
21	( ) Occasionally	25.9%
50	( ) Rarely or never	61.7%

21. How has The Church of St. Luke and The Epiphany affected your spiritual life?

51	( ) Has had a significant impact	64.6%
28	( ) How had a moderate impact	35.4%
--	( ) Has had little or no impact	

Why? (answer on reverse side)

22. What is your response to The Church of St. Luke and The Epiphany's emphasis on Christian stewardship (i.e. giving at least 5% of your income plus your time and talents)?

5	( ) I give 10% of each to the Church	6.7%
18	( ) I give at least 5% of each to the Church	24.3%
35	( ) I believe in giving at least 5% and am working toward this goal.	47.3%
16	( ) Other opinion. Please explain:	21.6%

MINISTRY

In questions 23 through 37, check the box which best expresses your reaction to the statement provided.

23. Christian ministry is the responsibility of lay people as well as the clergy.

76	( ) Agree	95.0%
2	( ) Disagree	2.5%
2	( ) No opinion	2.5%

24. Evangelism is the responsibility of lay people as well as the clergy.

56	( ) Agree	71.8%
10	( ) Disagree	12.8%
12	( ) No opinion	15.4%

25. One should bring non-parishioner friends to The Church of St. Luke and The Epiphany.

79	( ) Agree	97.5%
2	( ) Disagree	2.5%
--	( ) No opinion	

26. Regular participation in parish activities other than services (e.g. visiting the sick, helping shut-ins, ushering, choir, altar guild, parish committees, etc.) is an important part of parish life.

75	( ) Agree	91.5%
1	( ) Disagree	1.2%
6	( ) No opinion	7.4%

27. Daily activities of all kinds should also be considered a form of Christian ministry.

70	( ) Agree	87.5%
4	( ) Disagree	5.0%
6	( ) No opinion	7.5%

28. How important do you consider the following aspects of lay ministry?

a. Evangelism and/or witness
( ) Important
( ) Not important

b. Service to other parishioners
( ) Important
( ) Not important

c. Service to the community
( ) Important
( ) Not important

d. Participation in or support of organized Christian mission (e.g. Diocesan and National Church activities such as Venture in Mission, Presiding Bishop's Fund, Episcopal Community Services)
( ) Important
( ) Not important

e. Participation in inter-parish, deanery, and Diocesan activities by the clergy and laity
( ) Important
( ) Not important

29. Rate the aspects in question 28 in order of their importance to you - 1 being most important to 5 being least important.

(3) a
(1) b
(2) c
(4) d
(5) e

30. The Church of St. Luke and The Epiphany should take a more positive stance on the following programs:

Evangelism		Mission		Church Growth	
34	( ) Yes 41.0%	37	( ) Yes 44.0%	(80	Yes 98.8%
29	( ) No 34.9%	26	( ) No 31.3%	(1)	No 1.2%
20	No Opinion 24.1%	20	No Opinion 24.1%		

LITURGY AND PUBLIC WORSHIP

31. How important do you consider the following aspects of public worship?

a. Sacraments
( ) Very important
( ) Important
( ) Not important

b. Liturgy
( ) Very important
( ) Important
( ) Not important

c. Music
( ) Very important
( ) Important
( ) Not important

d. Sermons
( ) Very important
( ) Important
( ) Not important

e. Morning Prayer Service
( ) Very important
( ) Important
( ) Not important

f. Vesper Service
( ) Very important
( ) Important
( ) Not important

32. Rate the aspects in question 31 in order of their importance to you - 1 being most important to 6 being least important.

(1) a
(2) b
(4) c
(3) d
(5) e
(6) f

33. Do you feel that services at The Church of St. Luke and The Epiphany should be:

10 ( ) More formal (greater emphasis on ritual) 12.2%
60 ( ) About the same as they are now 73.2%
12 ( ) Less formal (less emphasis on ritual) 14.6%

34. Which elements of public worship at The Church of St. Luke and The Epiphany need change or variation:

28 ( ) Liturgy 33.7%
9 ( ) Music 10.8%
4 ( ) Sermons 4.8%
( ) Other (explain) _____

SOCIAL RESPONSIBILITY AND COMMUNITY RELATIONS

35. The Church has a responsibility to its surrounding community.

75 ( ) Agree 91.5% (1) Disagree 1.2% (6) No opinion 7.3%

36. Should the Church become actively involved in efforts to respond to community and social problems?

67 ( ) Yes 81.7% (9) No 11.0% (6) No Opinion 7.3%

37. Are you willing to become more involved through the Church in community issues?

49 ( ) Yes 59.7% (27) No 32.9% (6) No Opinion 7.3%

CRITERIA FOR SELECTING A NEW RECTOR

38. Your Search Committee must devise criteria for screening applicants for the position of Rector for The Church of St. Luke and The Epiphany and for the final choice of a candidate. What do you feel are the most important factors to take into account in the selection process? Please list them in order of importance to you.

1. See Page 22
2.
3.
4.
5.

39. Would you be comfortable with a woman priest?

34 ( ) Yes 41.4% (45) No 54.9% (3) No Opinion 3.7%

40. What do you feel are the most important goals for The Church of St. Luke and The Epiphany to attain in the next decade?

1. See Page 22
2.

38. Criteria for Selecting a New Rector:

1.	Ability to reach out to our diverse congregation	28%
2.	Outstanding preacher	22%
3.	Eucharist centered liturgy	21%
4.	Recommend Father Broadley	19%
5.	Outgoing personality	18%
6.	Youthful (under age 50)	16%
7	Deeply spiritual	14%
8.	Expereince in urban ministry	14%
9.	Community oriented	12%
10.	Strong leadership ability	11%
11.	Churchmanship	9%
12.	Intelligent, intellectual	9%
13.	Commitment to parish and church	6%
14.	Caring for others	6%
15.	Willing to accept change	5%
16.	Interest in young people	5%
17.	Interest in Christian education	5%
18.	Hard working	4%
19.	Willing to live in community	4%
20.	Strong interest in music program	4%

40. Goals for Next Decade

1.	Increase membership	49%
2.	Neighborhood involvement	35%
3.	Increase sense of community among members	22%
4.	Actively seek younger members	20%
5.	Begin Sunday School	6%

N.B. Above represents all responses given by at least 3 out of 81 respondents (4%).

9. Prior church affiliation among members:

10	Roman Catholic	12.0%
8	Methodist	9.6%
7	Lutheran	8.4%
4	Presbyterian	4.8%
2	Society of Friends	2.4%
2	Unitarian	2.4%
2	Reformed Episcopal	2.4%
1	United Church of Christ	1.2%
5	No affiliation	6.0%